



**COLLEGE OF
LIBERAL ARTS & SCIENCES**

Office of the Dean

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Dear Colleagues,

Many thanks to all who responded to the Working at Iowa Survey in October 2012. The College of Liberal Arts & Sciences (Org 11), exceeded the response rate for the campus overall; UI participation was 66.7% and CLAS participation was 71.7% overall. Your willingness to share your perspective is greatly appreciated and will be taken seriously.

You should expect the following follow-up activities with respect to the survey results.

1. I have instructed the DEOs to carefully look at their departmental results, compare them to CLAS and UI responses, and consider what follow-up actions are appropriate given the survey results. We need to both celebrate points of pride in the survey, and be ready to respond where we see areas for improvement. Departmental results will be shared with their faculty and staff.
2. There will be targeted conversations by departments. Because results are only available where there was a survey response rate of 15 or higher in a department, we in some cases combined departments into "units" to ensure the minimum response rate. Dialogue and action planning will be conducted at the departmental/unit level.
3. We will use these data in future surveys as a baseline to assess trends over time. Having this high a response rate provides a great deal of confidence in the results, and this will help us comparatively evaluate future survey results.

I am always happy to hear from you if you have other ideas about the data or how to use them. The most important thing is to utilize these "snapshots" to help us create a working environment that supports and nurtures all of the CLAS/Department/College employees. It would be helpful to direct your thoughts to nancy-fick@uiowa.edu who will then direct them to me.

The following link, which will reside on the Dean's Office page of the CLAS website, will take you to the collegiate results which are compared to UI results:

<http://clas.uiowa.edu/2012-working-iowa-survey-results>

Sincerely,

Chaden Djalali, Dean
UI Alumni Association Dean's Chair
in the Liberal Arts and Sciences